



Thumbnail 3: Manpower movement - FY25

Category	Headcount	Change
Production	1,234	+12
Support	567	-5
Engineering	890	+8
Quality	321	+3
Logistics	100	+1

- Thumbnail 4: HR Updates
- 1. New Hire Process
 - 2. Performance Management
 - 3. Training and Development
 - 4. Compensation and Benefits
 - 5. Employee Relations

- Thumbnail 5: HR Updates
- 1. New Hire Process
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Thumbnail 6: Additional HR Measures

Measure	Details
1. Employee Engagement	Implement a new employee engagement survey to gather feedback and improve workplace culture.
2. Diversity and Inclusion	Launch a diversity and inclusion training program to foster a more inclusive work environment.
3. Health and Safety	Enhance safety protocols and provide regular safety training to all employees.
4. Environmental Sustainability	Initiate a green office program to reduce carbon footprint and promote sustainability.

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Site Operation Meeting

HR Updates – 18 November 2025

CHOW CHOAY FEN, HR Manager MYS

INNOVATIVE CHEMISTRY
FOR ALL NEXT GENERATIONS



Slides

Outline

1

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Site Operation Meeting

18 November 2025

2

Headcount Statistics 2025 FYTD

3

Manpower movement - YTD

4

HR Updates

1. Recruitment

2. Training

3. Performance

4. Compensation

5. Employee Relations

5

HR Updates

1. Recruitment

2. Training

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6

Additional HR Measures

Part of Strategic Actions for 42M EUR Cost Reduction Target by 2026

1. Recruitment

2. Training

3. Performance

4. Compensation

5. Employee Relations

Footer



Manpower movement - YTD

Location	Seremban	Melaka	PJ
Vacancies (7)	<ul style="list-style-type: none"> Quality Manager – joining 5th Jan 2026 AP Coordinator (Temp) – joining 19th Nov 		<div>Finance</div> <ul style="list-style-type: none"> Indirect Tax Analyst – <i>offer stage</i> Internal Auditor – <i>offer stage</i> Collection Specialist AP Intern <div>HR</div> <ul style="list-style-type: none"> C&B Analyst (Riga or PJ) Talent Development Specialist